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Cornwall Central School District And
Cornwall Central Teachers Assn

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AGREEMENT
BETWEEN THE
CORNWALL CENTRAL
TEACHERS' ASSOCIATION
AND THE
CORNWALL CENTRAL
SCHOOL DISTRICT

JULY 1, 1997 – JUNE 30, 2001

RECEIVED

APR 18 2001

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

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ARTICLE I - RECOGNITION

Cornwall Central School District hereinafter called "the District" hereby recognizes the Cornwall Central Teachers Association, hereinafter called "the Association," as the exclusive negotiating agent for the teachers in a unit consisting of all certified personnel below the level of building principals, administrators, and directors. Such unchallenged recognition shall be continuous hereafter unless another employee organization submits to the District a competing claim of such majority support under terms of the Article XVI of Civil Service Laws of 1967 and subsequent amendments (Public Employees Fair Employment Act).

The District agrees not to negotiate with any other teacher organization or individual teacher other than the Association for the duration of this contract subject to the conditions indicated above. It is understood that this in no way limits individual rights as described in the Grievance Procedure.

ARTICLE II - GENERAL CONTRACT PROVISIONS

- A. This contract shall constitute the full and complete commitment between both parties and may not be altered, changed, added to, deleted from or modified unless by mutual consent of both parties in a written and signed statement which shall be attached to this contract.
- B. This contract shall supersede any rules, regulations or practices of the District, which may be inconsistent with its terms. The provisions of this contract shall be incorporated into and be considered part of the established policies of the District.
- C. Any individual agreement, arrangement, or contract between the District and an individual teacher, heretofore executed, and related to the terms of this contract, shall conform to the terms and conditions of this contract. Any individual agreement, arrangement, or contract hereafter executed and related to the terms of this contract shall be in conformity with the terms of this or subsequent contracts to be executed by the parties and which relate to this contract. In the event such individual agreement, arrangement, or contract which relate to the terms of this contract, contains any language inconsistent with this contract, this contract shall be controlling.
- D. This contract shall be given full force and effect during its term. However, in the event that any provision of this contract or any application of this contract to any teacher or group of teachers shall be found contrary to law, then such provision or application shall not be deemed valid and binding except to the extent permitted by law; but all other provisions or applications shall continue in full force and effect.

- E. Copies of this contract shall be provided by the District and distributed to all teachers and professional staff members now employed or hereafter employed by the District within a reasonable time after its ratification by the Association and by the District and its subsequent execution by the agents of both parties.

ARTICLE III - DUES DEDUCTIONS

- A. The District agrees that teachers shall have their membership dues, as certified by the Association, deducted from their salaries. The Association shall certify by the first October pay period to the District the dollar amount of dues and the list of members requesting dues deductions. Deduction shall be made in the following manner. The total annual dues for the Association shall be deducted in thirteen (13) equal installments beginning with the second pay period following notification by the Association. Within seven (7) days of each dues deduction the District agrees to transmit all collected monies to the Association.
- B. The Association shall certify to the District the current rate of dues.
- C. The Association, when notified of a membership revocation of a unit member, shall correspond with the District as to the effective date of such revocation as soon as possible. When a teacher notifies the District that he/she is revoking the payroll deduction authorization, the District will correspond with the Association as soon as possible.
- D. Authorization of deduction of dues shall remain in full force and effect while the teacher is employed in the school system or until revoked by the teacher, in writing.
- E. Upon request, new payroll authorization deduction cards shall be submitted to the District's Assistant Superintendent for Business.
- F. The District agrees to deduct from teachers' salaries an agency fee for the Association for those teachers who have not filed a payroll deduction form with the District or otherwise paid Association dues.

The Association shall provide the District with a list of teachers for whom agency fee deductions are to be made by the first pay period of October. For teachers employed after the start of the school year, such notice shall be made to the District within thirty (30) days of the initial date of employment. The Association agrees to abide by the provisions of Section 208(3)B of the Civil Service Law regarding agency fee monies.

G. PAYROLL DEDUCTION AUTHORIZATION

Social Security Number
Last Name First Middle
District Name
Organization

To the Board of Education:

I hereby authorize you, according to arrangements agreed upon with the above organization to deduct from my salary and transmit to said organization dues as certified by said organization. I hereby waive all right and claim to said monies so deducted and transmitted in accordance with this authorization and relieve the District and all its officers from any liability therefor. I revoke any and all instruments heretofore made by me for such purpose. This authority shall remain in full force and effect for all purposes while I am employed in this school system, or until revoked by me in writing.

Member Signature

Date

ARTICLE IV - COMPENSATION

- A. The salary schedule for the 1997/98 school year will reflect a total increase of 2.5% plus increment; for the 1998/99 school year the salary schedule will reflect a total increase of 2.6% plus increment; for the 1999/2000 school year the schedule will reflect a total of 2.95% plus increment and in the 2000/01 school year the salary schedule will reflect a total increase of 2.95% plus increment. The salary schedule is annexed hereto, in Appendix A.
1. During the 1999/2000 school year, the District will add \$500 to all stated salaries in addition to the stated percent increases.
- B. Credit for prior service may be granted up to ten (10) years service. When granting credit for service beyond ten (10) years, the number of years will be reduced by three (3).
- C. For teachers employed by the District after March 1, 1974:
- Compensation for approved courses shall be based upon the agreed upon salary schedule appended hereto and upon salary notification.

D. Column salary movement shall be maintained in increments of 15 credits. All credits shall be paid in three credit blocks at the rate of \$42 per credit in 1997/98, \$43 per credit in 1998/99, \$44 per credit in 1999/2000 and \$45 per credit in 2000/01.

E. 1. All courses completed prior to September 1 of each year of this contract shall be accepted for salary consideration under this agreement providing:

- a. Notification is given to the District Office no later than October 31 that such courses were completed and
- b. Official transcripts are furnished to the District Office within a reasonable time.

2. The District shall use the following criteria in decisions concerning the prior approval of courses.

- a. Inservice courses sponsored, or sanctioned, by the District.
- b. Courses leading to a Master's Degree in one's teaching area.
- c. Courses needed to meet the requirements of permanent certification.
- d. Other courses not included in A, B and C above for which the teacher has the prior approval of the Superintendent.

F. The District agrees to pay each professional staff member the second Friday after school opens in September and every second Friday thereafter, whenever feasible.

G. Guidance Counselor(s) and Psychologist(s) will be paid a stipend of \$3,390 in 1997/98, \$3,480 in 1998/99, \$3,585 in 1999/2000 and \$3,690 in the 2000/01 school years in addition to the regular teacher salary for working one (1) additional hour daily. The contract hourly rate will be paid for working up to five (5) days before and/or after the school year. The District will post these positions.

H. In 1997/98, teachers who reached step 23 on July 1, 1996 will receive an adjusted increase of \$770; those who reached step 23 on July 1, 1995 will receive an adjusted increase of \$1,540 and those teachers who reached step 23 on or before July 1, 1994 will receive an adjusted increase of \$2,310 to their scheduled salary.

In 1998/99, teachers who reached step 23 on July 1, 1997 will receive an adjusted increase of \$790; those who reached step 23 on July 1, 1996 will receive an adjusted increase of \$1,580 and those teachers who reached step 23 on or before July 1, 1995 will receive an adjusted increase of \$2,370 to their scheduled salary.

In 1999/2000, those teachers who reached step 23 on July 1, 1998 will receive an adjusted increase of \$810; those teachers who reached step 23 on July 1, 1997 will receive an adjusted increase of \$1,620 and those teachers who reached step 23 on or before July 1, 1996 will receive an adjusted increase of \$2,430 to their scheduled salary.

In 2000/01, those teachers who reached step 23 on July 1, 1999 will receive an adjusted increase of \$830; those teachers who reached step 23 on July 1, 1998 will receive an adjusted increase of \$1,660 and those teachers who reached step 23 on or before July 1, 1997 will receive an adjusted increase of \$2,490 to their scheduled salary.

(e.g. A teacher who reached step 23, column F on or before July 1, 1996 will be compensated \$62,720 + \$770 in 1997/98; \$64,310 + \$1,580 in 1998/99; \$66,750 + \$2,430 in 1999/2000 and \$68,740 + \$2,490 in 2000/01.)

ARTICLE V - HEALTH & RETIREMENT BENEFITS

- A. The District agrees to continue the Orange-Ulster School Districts Health Plan through June 30, 2001, whereby the District shall pay 100% of the cost for the individual and 100% of the cost for dependent coverage for the 1997/98 and the 1998/99 school years, provided however, that employees requesting dependent coverage shall certify in writing to the District that his/her dependents are not covered by another policy for any duplicate or overlapping coverage. In the 1999/2000 school year, members using the plan will pay \$500 toward the family health insurance premium and \$250 toward the individual health insurance premium. Effective with the 2000/01 school year, members will pay 5% of the health insurance premium for their chosen plan.

A 125 "Cafeteria" plan will be jointly established to allow members use in order to give this contribution in pre-tax dollars. Jointly is defined as the District and the CCTA each having one vote in decision making in the establishment of this plan.

- B. Teachers who have served no less than ten (10) years in the Cornwall Central School District and who, at the time they retire from the District, have at least fifty (50) accumulated but unused sick leave days shall be compensated for all such days at the rate of sixty-two (\$62.00) dollars per day in 1997/98, sixty-four (\$64.00) dollars per day in 1998/99, sixty-six (\$66.00) dollars per day in 1999/2000 and sixty-eight (\$68.00) dollars per day in 2000/01, provided they are at least fifty-five (55) years of age at the time of retirement and they notify the District no later than three (3) months prior to the date of retirement. Payments shall not exceed the maximum number of accumulated days allowed by the contract (250).

- C. The Board of Education of the Cornwall Central School District and the Cornwall Teachers' Association will agree on a tax sheltered annuity program to be administered by the District, under current law, with a maximum of 25 companies to be mutually agreed upon by both parties.
- D. The District shall pay \$1,745 in 1997/98; \$1,790 in 1998/99; \$1,845 in 1999/2000 and \$1,900 in 2000/01 to each unit member who foregoes health insurance offered by the District because he/she is covered by spouse's coverage.
- E. The District agrees to contribute 75% of the cost of health insurance for qualified retirees and 50% of the cost of their dependents.
- F. Effective July 1, 1988, a Benefit Fund will be established by the Association for the purpose of providing various insurance benefits for the members of the bargaining unit. The District will contribute to the benefit fund \$575 in 1997/98; \$600 in 1998/99; \$625 in 1999/2000 and \$650 in 2000/01 for each member of the unit. District contributions to the Fund shall be according to the following schedule each year:

July 1	25%
October 1	25%
January 1	25%
April 1	25%

The Association will provide an auditor's report of the fund to the District at the end of each fiscal year and shall make general fiscal records available.

ARTICLE VI - EXTRACURRICULAR COMPENSATION

- A. For this agreement, the extracurricular compensation schedule is attached hereto as Appendices B, C, and D.
- B. The decision to maintain any extracurricular position or program continues to rest solely with the District.

ARTICLE VII - TEACHING LOAD

A. ELEMENTARY

Preparation Time: The District agrees to provide each elementary school teacher with an average of no less than one hundred and seventy-five (175) minutes per week in each two (2) week period (no week having less than one hundred and fifty

(150) minutes) free from instruction and supervisory duties. Included in the above, the District agrees to provide each elementary teacher with a minimum of thirty (30) consecutive minutes each day free from instruction and supervisory duties. Such free time shall be scheduled by the principal concerned in accordance with the individual school schedule and program of instruction and shall be in addition to the state mandated duty-free lunch period. Each elementary teacher will be provided with an additional thirty (30) minute prep period on a bi-weekly basis.

B. WILLOW AVENUE SCHOOL

Each teacher at the Willow Avenue School will be provided a minimum of one (1) preparation period per day, free from instruction and supervisory duties. Teachers shall be assigned to no more than four (4) consecutive teaching assignments whenever possible.

C. SECONDARY

1. **Academic Subject Areas:** The number of daily periods of classroom instructions shall not exceed five (5) except under unusual circumstances. Teachers shall be assigned to no more than four (4) consecutive teaching assignments whenever possible. Wherever possible, the daily teaching load shall not exceed one hundred twenty-five pupils.
2. **Special Subject Area Goals:**
 - a) **Art:** The total daily load shall be one hundred to one hundred twenty-five.
 - b) **Music:** The total daily load per vocal music teacher shall be one hundred fifty pupils.
 - c) **Technology and Home Economics:** The total daily load shall be ninety to one hundred ten pupils.
3. Each secondary teacher shall be allotted a minimum of one preparation period per day.
4. The number of preparations per day shall be a factor in assigning non-professional duties. Therefore, some teachers with greater preparations shall be relatively free of extra duties. The District shall endeavor to balance the amount of preparations with relief from extra duties.
5. Department chairs shall have one period per day that shall be used for department business.

D. DISTRICT WIDE

1. Special:

Each special teacher, i.e., Art, Music, Library, and Physical Education shall be provided with adequate and sufficient classroom facilities within the capabilities of the school district.

2. The District agrees that in the planning of any future facility, it will consult with the CCTA.

ARTICLE VIII - PROFESSIONAL SERVICES

Guidance counselors, school nurse teachers, school librarians, and psychologists will be provided in accordance with state guidelines within the available budgetary funds of the school district.

ARTICLE IX - GRIEVANCE PROCEDURE

DEFINITIONS

A "grievance" is any alleged violation of the application, meaning or interpretation of this agreement.

An "aggrieved person" is the person or persons making the claim.

The term "teacher" shall include individuals or groups who are members of the bargaining unit covered by this agreement.

All "days" referred to shall be defined as teacher working days.

A "party in interest" is the Teachers Association or the person or persons making a claim and any person or persons whom might be required to take action or against whom action might be taken in order to resolve the claim.

STEP 1

Within thirty (30) days of the time following knowledge of the act or condition upon which the grievance is based, the grievant may present the grievance in writing to his building principal who will arrange for a meeting to

take place within five (5) days after the receipt of the grievance. The grievant and the building principal shall be present for the meeting. The building principal shall provide the aggrieved party with a written answer to the grievance within three (3) days after the meeting. Such answer shall include the reasons upon which the decision was based.

Any written grievance shall include the contract section or personnel policy alleged to have been violated, the facts constituting the violation and the remedy sought.

STEP 2

If the grievant is not satisfied with the disposition of the grievance at Step 1 or if no decision is rendered within six (6) days after he has filed the written grievance, then the grievance may be referred to the Superintendent or his official designee within ten (10) days. The Superintendent shall arrange for a hearing with the grievant within five (5) days of the filing of the appeal. The parties in interest shall have the right in the presentation at this step to present such witnesses as they deem necessary to develop facts pertinent to the grievance. Upon conclusion of the hearing, the Superintendent shall have four (4) days to submit a written decision together with the reasons for his decision. Copies of this decision shall be submitted to the grievant and to the Association.

STEP 3

If the aggrieved person is not satisfied with the decision of the Superintendent, the grievance can be submitted to the Cornwall Board of Education within ten (10) days after the receipt of the decision. The Board or committee thereof shall hold a hearing and render a decision within twenty (20) days after the grievance was presented to the Board Committee.

STEP 4

In the event that the decision of the Board of Education does not amicably resolve the grievance, the Association and the grievant may submit the grievance to arbitration provided it does so within the ten (10) days after the receipt of the grievance decision.

No grievance may be submitted to arbitration except by the Association. The Association may assign its rights to process a grievance to an individual teacher provided it does so in writing with a copy to the District.

Arbitration shall be conducted pursuant to the Voluntary Labor Arbitration Rules of the American Arbitration Association.

The decision of the arbitrator shall be final and binding but the arbitrator will be without power and authority to make any decision which requires commission of an act prohibited by law or which adds, subtracts from or alters the terms and conditions of this contract.

The arbitrator's fee and expenses will be equally shared by the parties.

The Board agrees that it will apply to all substantially similar situations the decision of an arbitrator sustaining a grievance and the Association agrees that it will not bring or continue and that it will not represent any employee and any grievance that are substantially similar to a grievance denied by an arbitrator.

MISCELLANEOUS

Copies of all written decisions shall be sent to all parties involved and the CCTA President.

All documents, communications or records, dealing with a grievance shall be filed separately from the personnel files of the participants.

Access shall be made to all records necessary to the determination and processing of the grievance except for privileged information.

No grievance may be brought more than thirty (30) days after the occurrence of the act or condition upon which it is based or after the grievant gained knowledge or should have known of said act or conditions.

All grievance hearings and arbitrations shall be scheduled after regular school hours.

Nothing contained herein shall be construed as limiting the right of any teacher having a complaint to discuss the matter through administrative channels and have the problem adjusted without the intervention of the Association as long as the Association is notified in writing as to the disposition of the matter and such disposition is not inconsistent with the terms of this contract.

Grievances adjusted without Association presence shall not be binding upon the Association for similar situations.

ARTICLE X - DISRUPTIVE PUPILS

All problems involving disruptive pupils shall be referred immediately after they occur to the principal of the school in which they occur. Teachers referring disruptive pupils to principals for action shall be entitled to a report back from the District on whatever actions are to

be taken regarding any pupil so reported. In those cases where teachers are complaining witnesses and pupils are suspended for periods in excess of five days and are afforded hearings before the Superintendent or the Board of Education, participation by the complaining teacher shall be assured.

ARTICLE XI - PROFESSIONAL DEVELOPMENT

The School District shall pay all reasonable expenses, including fees, meals, lodging, transportation and/or registration fees incurred by teachers in attending conferences, seminars, workshops and other professional improvement sessions that have been approved by the District in advance.

To promote the widest participation among the faculty:

1. A list shall be provided to the Association President semi-annually of all faculty members attending professional meetings.
2. All participants shall be required to report to their fellow faculty members in interested subject areas. This report may be in written or oral form.
3. All notification of conferences shall be prominently displayed in all buildings.

ARTICLE XII - TEACHING CONDITIONS

- A. The District and the Teachers Association recognize the need for safe, healthy and adequate facilities, within the budgetary limitations of the school district. Therefore, complaints from the members of the faculty will be entertained by the school district administration provided that the complaint is in writing and given first to the building principal for processing. In the event the complainant is not satisfied with the action taken by the building principal, he may then proceed under the grievance procedures established in Article IX up to and including Step 3.
- B. Instructional schedules will have priority over maintenance schedules at all times except when exigencies and emergencies dictate otherwise.
- C. Clerical and typing services shall be available to all teachers for educational purposes provided that the office worker receives reasonable notice thereof.
- D. Classroom interruptions are always disruptive to the teaching situation. Therefore, all administrators shall strive to minimize classroom interruptions.

This section shall not be construed to impede the District from conducting periodic classroom observations in connection with ongoing program evaluation.

E. Teachers shall not be required to copy, transfer or transmit information that does not have a bearing on the learning experience of the child.

F. Lunchroom and playground duties of teachers shall be reduced to the minimum, consonant with the legal obligations of the District. In no event shall the District assign more than three elementary playground monitors.

All duties shall be rotated on a yearly basis.

G. Solicitors in School Buildings. Unless stated to be agreeable to the teachers, principals will not permit agents of any type to solicit teachers during the school day. Such contacts must be made during the free time of the teacher before or after school, or if the principal feels it to be extremely desirable, during a preparation period. The latter provision would be granted in the event that book representatives presenting material of particular interest to the staff members were present in the building.

Teachers will assume no responsibility for the distribution of advertising materials from these sources nor will they furnish such representatives with lists of peoples' names. The Superintendent of the school district, when distribution or use of such materials is deemed advantageous to the educational program, will determine whether or not such materials may be used or distributed. Further, the teacher may not be used as a solicitor or collector of monies for such non-educational projects as school picture taking, insurance, and any other non-educational projects. However, these projects may be conducted on a voluntary basis.

H. Any bargaining unit member who has worked at least ninety-one (91) school days as an appointed staff member during any school year shall be credited with one (1) year of service for salary and longevity purposes when they return to full service with the District.

I. Effective in the 1999/2000 school year, the District will schedule one evening conference in addition to the open house night.

ARTICLE XIII – TEACHER EVALUATION

- A. Building administrators and/or the Superintendent of Schools and district directors as appointed by the Board of Education will conduct observations and/or evaluations of all teachers.
- B. Teachers will be given a copy of professional observation and evaluation reports. No material directly resulting from an observation or evaluation shall be placed in a teacher's file or otherwise acted upon without a prior conference with the teacher. All evaluation reports will be followed by a conference with the teacher and building administrator. The teacher's official personnel file shall be located in the District Office.
- C. Teachers will have the right, upon request, to review the contents of their personnel files and to make copies of any documents in the files. Information used in the hiring of a teacher shall be excepted from the right of review and copy.
- D. Any teacher shall have the right to submit written responses to materials in their individual files. Answers so submitted shall be entered in the teacher's file.
- E. Professional observation of probationary teachers shall be conducted to provide advice and guidance as well as evaluation. At least one observation per year shall be filed for probationary teachers.
- F. All formal classroom observations shall be conducted openly and each shall not exceed fifty (50) minutes in length.
- G. Evaluations shall be submitted to the teacher not later than ten (10) school days after completion of the observation. Normally, a second formal classroom observation of the teacher shall not be made prior to receipt by the teacher of the evaluation of the previous classroom observation.
- H. The District and the CCTA will establish a joint committee to study the evaluation process and form.

ARTICLE XIV - SUBSTITUTES

- A. Teachers shall not supervise an extra class or part of an extra class because of the inability of the administration to obtain a substitute. However, in an emergency a teacher may supervise an extra class or part of an extra class at the request of the administration.

- B. The responsibility of the administration for obtaining substitute teachers shall extend beyond the limits of regular classes to the special classes including, but not limited to, art, music, library, and physical education. Every effort will be made to provide a substitute certified in the subject area.

ARTICLE XV - TEACHER TRANSFER & ASSIGNMENT

INVOLUNTARY TRANSFERS

- A. A meeting shall be held between the teacher involved and the principal, or other administrator in charge, before the involuntary transfer or reassignment is made. This meeting shall be formally scheduled and shall be held at the earliest mutually agreeable time. At this meeting, the teacher shall be notified of the reasons for the transfer, based on sound educational policy. In the event the teacher objects to the transfer or reassignment at this meeting, upon the request of the teacher, he/she may meet with the Superintendent.
- B. Written notice of an involuntary transfer/reassignment shall be given to the teacher not less than 24 hours after the meeting at which the teacher was notified of administrative intent to transfer or reassign.
- C. Whenever an involuntary transfer must be made, the teacher's major and/or minor field of study and length of service to the District shall be considered and discussed at the meeting between the principal or other administrator in charge, and teacher.
- D. Further, at this same meeting, the teacher being involuntarily transferred shall be informed by the principal, or other administrator in charge, of other positions available at that time in the teacher's tenured area and shall be transferred only to a position comparable to their present one. The teacher being involuntarily transferred may request the positions in order of preference to which he or she desires to be transferred.
- E. No teacher who is transferred shall, by reason thereof, lose his tenure status or be deprived of any other professional advantage.

NOTIFICATION: All professional staff members shall be notified of their tentative teaching assignment for the following year by June 1 of the current year. The notice shall include specific courses of instruction and whenever possible, projected class enrollment. If an assignment change is necessary because of unanticipated personnel changes, the individuals involved will be notified at least fifteen (15) days prior to the start of the Fall semester.

VOLUNTARY TRANSFERS

- A. Regardless of how an open position is to be filled, the District shall post, on at least one bulletin board in each building, the notice of any professional position, except chaperone, it intends to fill prior to, or at the same time, as any outside advertisement for said position. A copy of all postings will be sent to the President of the Cornwall Central Teachers Association.
- B. Except in unusual circumstances, no such position shall be filled until two (2) weeks have elapsed from the date of posting. In those cases where positions are filled in less than two (2) weeks, faculty members will be so notified.
- C. All such notices shall include, insofar as possible, a brief statement of the duties involved in the position and the qualifications the District seeks in the person to fill the position.
- D. Members of the professional staff shall be given an opportunity to make application for any such position and the District shall give consideration to any member of the professional staff who possesses the qualifications desired and makes application for the posted position. All members of the professional staff who apply for such positions shall be notified in writing of the action taken by the District in the filling of any such position.

ARTICLE XVI - LEAVES

A. PERSONAL LEAVE

For the 1997/98 school year, all full time personnel are entitled to two (2) full days of personal leave with pay. Effective with the 1998/99 school year, all full time personnel are entitled to three (3) full days of personal leave with pay. These days shall be granted only upon specified reason(s) given to the principal. Unused personal leave days shall be allowed to accumulate as sick days.

In general, personal leave shall be granted in connection with matters which cannot be taken care of outside of regular school hours and for reasons of serious enough nature as to cause undue inconvenience or hardship. It is incumbent upon each individual to consider carefully any such request in the light of his/her own professional and ethical standards. At the discretion of the Superintendent, personal leave days may be taken immediately before, or after, any school recess as per the school calendar.

Except in emergencies, the individual shall request the leave by completing the personal leave request forms supplied by the building principal in advance of the date requested. Situations not covered are not necessarily excluded but may only be requested as they arise.

Generally, legitimate requests for personal leaves shall fall in the four categories listed below.

LEGAL: Court appearance, consultation with lawyer, etc.

BUSINESS TRANSACTION: Selling of real estate, etc.

FAMILY: Graduation or other honors involving individuals, immediate family, personal problem or marriage counseling.

EDUCATIONAL: Summer institute in which teacher has been accepted which begins before the actual closing of school.

B. DEATH IN FAMILY

Each full time staff member will be granted a leave of absence with pay not to exceed five (5) consecutive days due to death in the family. Such leave will be granted by the Superintendent or his designee. The family shall include spouse, parent, grandparent, child, sister, brother or corresponding-in-law.

C. SICK LEAVE

1. For the 1997/98 school year, each full time unit member will be entitled to thirteen (13) days of sick leave with pay due to personal illness during each school year. Effective with the 1998/99 school year, each full time unit member will be entitled to twelve (12) days of sick leave with pay due to personal illness during each school year. Members of the unit shall be allowed to accumulate 250 sick leave days provided the teacher commenced employment on or before February 2nd of the school year. A teacher who commences employment after February 1st will have sick leave pro-rated as follows:

February 2 - March 1	7
March 2 - April 1	6
April 2 - May 1	5
May 2 - June 1	3
June 2 - June 30	2

2. Sick leave for part-time unit members will be pro-rated according to the fraction of time employed and may be accumulated annually toward the current maximum (250).

3. A doctor's certificate may be required after three (3) days of consecutive absence at the discretion of the Superintendent. At the discretion of the Superintendent, verification may be required in the event of an absence on a day before or day after any school recess as listed in the student calendar.
4. The District reserves the right to require an employee to submit to a medical examination by a doctor of its choice at District expense.

D. SICK LEAVE BANK

Effective July 1, 1977, a sick leave bank was established and remains in effect for the duration of the contract.

1. All tenured full time unit members shall participate in the sick leave bank and shall contribute one (1) day of accumulated sick leave to the sick leave bank in the event the bank is depleted. Only participants may draw from the bank. Effective September 1, 1997, teachers granted tenure will contribute one day to the sick leave bank.
2. Eligibility to draw from the bank shall be limited to members whose applications are granted, who are involved in extended illness or accident and who have exhausted all of their accumulated sick days.
3. The bank shall be administered by a committee composed of the Association President (or designee) and the Superintendent (or designee). This committee shall adopt procedures for administration of the bank and shall act upon application for withdrawal. Decisions of this committee shall be final and binding upon all parties. In the event of a tie vote on the question of the advisability of granting days from the bank, the matter will be decided by an arbitrator designated in accordance with the rules of the American Arbitration Association. The arbitrator's decision shall be binding.
4. Applications for withdrawal of days from the bank shall be made prior to the exhaustion of the applicant's accumulated sick leave. Compensation from the bank shall not be effective earlier than the tenth (10th) day after exhaustion of all accumulated sick leave, provided, however, that upon the unanimous approval of the committee such compensation may be made retroactive to the date of exhaustion of all accumulated sick leave days.

5. If, through collective bargaining, the provisions of the sick leave bank are deleted from the contract, all days in the bank at that time remain until used.

E. OTHER LEAVE

An employee may request infant care leave of absence without pay, not to exceed two (2) years, providing a request is submitted 30 days prior to the anticipated start day of the leave when such leave is foreseeable and as soon as practicable when such leave is not foreseen. The request shall specify the first day upon which the leave is to commence and the first day of the academic year upon which it is to terminate.

F. LEAVES FOR PERSONAL REASONS

Both parties acknowledge the District's continuing discretion to grant leaves of absence without pay to unit members applying for same for personal reasons.

G. JURY DUTY

1. A unit member summoned to Jury Duty shall immediately notify the District Office and shall make every effort in cooperation with the District Office to have the Jury Duty rescheduled during the summer recess period. If, despite such reasonable efforts, the unit member must serve, he/she shall receive his/her regular teaching salary for the duration of said service, provided, however, that his/her per diem jury duty pay shall be transferred to the Treasurer of the District.
2. A unit member subpoenaed to testify relating to his/her professional capacity as a teacher (and not merely as an employee) in the District shall receive his/her regular teacher salary pursuant to the provisions and requirements of one (1) above.

H. RETURN FROM LEAVE OF ABSENCE

Upon return from an approved leave of absence, the terms of which were fulfilled, a unit member shall be restored to his/her former position or a position similar and within his/her tenure area. Any teacher who commences an unpaid leave of absence during an academic year shall be granted salary step credit for that year, provided he/she has worked at least ninety-one (91) days of that year and will receive all contractual benefits immediately.

ARTICLE XVII - ASSOCIATION RIGHTS

- A. The Association will receive copies of existing agenda and minutes of the Board of Education.
- B. The Association has the right to use bulletin boards, buildings, rooms, and other facilities, provided normal District procedures for approval are followed.
- C. The Association shall be given a place on the agenda of the meeting for the Orientation of New Staff Members and for the meeting of staff on the opening day of school conference.
- D. The Association may designate delegates to attend NYSUT, or other affiliated teacher organization conventions, without loss of pay, provided no more than six full days shall be taken; provided further that the names of the individuals involved and the date(s) and location(s) of the conventions shall be certified to the District by the Association at least three (3) weeks in advance.

The Association shall reimburse the District for any substitute wage costs incurred in the implementation of this provision.

- E. Upon submission of a written agenda at least 48 hours in advance, the Superintendent shall hold a conference with the Association on the third Thursday of every month. It shall be held at 3:30 p.m. in the Superintendent's office between the Superintendent and the President of the Association and/or their designees. Each reserves the right to invite members of the professional staff. Any other members of the professional staff may attend as observers but will be excluded from any discussion involving confidential or personnel matters or any other matters specifically protected by statute.
- F. The President of the CCTA shall have one extra prep period every other week to fulfill duties.

ARTICLE XVIII - SCHOOL CALENDAR

- A. The Superintendent shall consult with the Association each year prior to December 1 concerning the development of the annual school calendar. If the Board of Regents of the State of New York increases the mandatory minimum length of the school year for 1997/98, 1998/99, 1999/2000 and 2000/01, only then shall the collective bargaining agreement be opened for bargaining on the single issue of the effects such action by the Board of Regents has on compensation, if any.

- B. Effective with the 1999/00 school year, if the District's calendar exceeds 187 days including conference days, the District will pay each teacher 1/200th of that teacher's salary for each day over 187 days.

ARTICLE XIX - DURATION OF AGREEMENT

This contract shall be effective as of July 1, 1997 and shall continue in effect through June 30, 2001. However, no later than January 1, 2001, either party may notify the other in writing that it desires to renegotiate any or all of the provisions to be effective July 1, 2001.

The Association agrees that all negotiable items have been discussed during the negotiations leading to this agreement and negotiations will not be reopened on any item, whether contained in this agreement or not, during the life of this agreement.

Any District policies unaltered or unchanged by the language of this agreement shall remain in force and it shall be the prerogative of the District to initiate and announce new policies not effecting or changing matters contained in this agreement.

ARTICLE XX - LEGISLATIVE AUTHORITY

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THERETO SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

THE CORNWALL CENTRAL SCHOOL DISTRICT AND THE CORNWALL CENTRAL TEACHERS ASSOCIATION HAVE RATIFIED THE ABOVE AGREEMENT AND SUCH RATIFICATION IS VERIFIED BY THE SIGNATURES APPEARING BELOW.

CORNWALL CENTRAL SCHOOL DISTRICT:

Robert C. Helmer
President, Board of Education

Margaret A. Dames
Superintendent of Schools

CORNWALL CENTRAL TEACHERS ASSOCIATION:

Hugh Blann
President, C.C.T.A.

Richard Pietrzak
Rich A. Wapner
Michael Hanby
Carla Orsini

Janet Berry
Bryony Horne
Steven G. Sirote

APPENDIX A - 1

1997/98 TEACHER SALARY SCHEDULE

	A	B	C	D	E	F	G	H	
STEP	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	STEP
1	32,130	33,200	34,270	35,340	36,410	35,440	36,510	37,580	1
2	33,370	34,440	35,510	36,580	37,650	36,680	37,750	38,820	2
3	34,610	35,680	36,750	37,820	38,890	37,920	38,990	40,060	3
4	35,850	36,920	37,990	39,060	40,130	39,160	40,230	41,300	4
5	37,090	38,160	39,230	40,300	41,370	40,400	41,470	42,540	5
6	38,330	39,400	40,470	41,540	42,610	41,640	42,710	43,780	6
7	39,570	40,640	41,710	42,780	43,850	42,880	43,950	45,020	7
8	40,810	41,880	42,950	44,020	45,090	44,120	45,190	46,260	8
9	42,050	43,120	44,190	45,260	46,330	45,360	46,430	47,500	9
10	43,290	44,360	45,430	46,500	47,570	46,600	47,670	48,740	10
11	44,530	45,600	46,670	47,740	48,810	47,840	48,910	49,980	11
12	45,770	46,840	47,910	48,980	50,050	49,080	50,150	51,220	12
13	47,010	48,080	49,150	50,220	51,290	50,320	51,390	52,460	13
14	48,250	49,320	50,390	51,460	52,530	51,560	52,630	53,700	14
15	49,490	50,560	51,630	52,700	53,770	52,800	53,870	54,940	15
16	50,730	51,800	52,870	53,940	55,010	54,040	55,110	56,180	16
17	51,970	53,040	54,110	55,180	56,250	55,280	56,350	57,420	17
18	53,210	54,280	55,350	56,420	57,490	56,520	57,590	58,660	18
19	54,450	55,520	56,590	57,660	58,730	57,760	58,830	59,900	19
20	55,690	56,760	57,830	58,900	59,970	59,000	60,070	61,140	20
21	56,930	58,000	59,070	60,140	61,210	60,240	61,310	62,380	21
22	58,170	59,240	60,310	61,380	62,450	61,480	62,550	63,620	22
23	59,410	60,480	61,550	62,620	63,690	62,720	63,790	64,860	23

APPENDIX A - 2

1998/99 TEACHER SALARY SCHEDULE

	A	B	C	D	E	F	G	H	
STEP	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	STEP
1	32,970	34,070	35,170	36,270	37,370	36,370	37,470	38,570	1
2	34,240	35,340	36,440	37,540	38,640	37,640	38,740	39,840	2
3	35,510	36,610	37,710	38,810	39,910	38,910	40,010	41,110	3
4	36,780	37,880	38,980	40,080	41,180	40,180	41,280	42,380	4
5	38,050	39,150	40,250	41,350	42,450	41,450	42,550	43,650	5
6	39,320	40,420	41,520	42,620	43,720	42,720	43,820	44,920	6
7	40,590	41,690	42,790	43,890	44,990	43,990	45,090	46,190	7
8	41,860	42,960	44,060	45,160	46,260	45,260	46,360	47,460	8
9	43,130	44,230	45,330	46,430	47,530	46,530	47,630	48,730	9
10	44,400	45,500	46,600	47,700	48,800	47,800	48,900	50,000	10
11	45,670	46,770	47,870	48,970	50,070	49,070	50,170	51,270	11
12	46,940	48,040	49,140	50,240	51,340	50,340	51,440	52,540	12
13	48,210	49,310	50,410	51,510	52,610	51,610	52,710	53,810	13
14	49,480	50,580	51,680	52,780	53,880	52,880	53,980	55,080	14
15	50,750	51,850	52,950	54,050	55,150	54,150	55,250	56,350	15
16	52,020	53,120	54,220	55,320	56,420	55,420	56,520	57,620	16
17	53,290	54,390	55,490	56,590	57,690	56,690	57,790	58,890	17
18	54,560	55,660	56,760	57,860	58,960	57,960	59,060	60,160	18
19	55,830	56,930	58,030	59,130	60,230	59,230	60,330	61,430	19
20	57,100	58,200	59,300	60,400	61,500	60,500	61,600	62,700	20
21	58,370	59,470	60,570	61,670	62,770	61,770	62,870	63,970	21
22	59,640	60,740	61,840	62,940	64,040	63,040	64,140	65,240	22
23	60,910	62,010	63,110	64,210	65,310	64,310	65,410	66,510	23

APPENDIX A - 3

1999/00 TEACHER SALARY SCHEDULE

	A	B	C	D	E	F	G	H	
STEP	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	STEP
1	34,440	35,570	36,700	37,830	38,960	37,930	39,060	40,190	1
2	35,750	36,880	38,010	39,140	40,270	39,240	40,370	41,500	2
3	37,060	38,190	39,320	40,450	41,580	40,550	41,680	42,810	3
4	38,370	39,500	40,630	41,760	42,890	41,860	42,990	44,120	4
5	39,680	40,810	41,940	43,070	44,200	43,170	44,300	45,430	5
6	40,990	42,120	43,250	44,380	45,510	44,480	45,610	46,740	6
7	42,300	43,430	44,560	45,690	46,820	45,790	46,920	48,050	7
8	43,610	44,740	45,870	47,000	48,130	47,100	48,230	49,360	8
9	44,920	46,050	47,180	48,310	49,440	48,410	49,540	50,670	9
10	46,230	47,360	48,490	49,620	50,750	49,720	50,850	51,980	10
11	47,540	48,670	49,800	50,930	52,060	51,030	52,160	53,290	11
12	48,850	49,980	51,110	52,240	53,370	52,340	53,470	54,600	12
13	50,160	51,290	52,420	53,550	54,680	53,650	54,780	55,910	13
14	51,470	52,600	53,730	54,860	55,990	54,960	56,090	57,220	14
15	52,780	53,910	55,040	56,170	57,300	56,270	57,400	58,530	15
16	54,090	55,220	56,350	57,480	58,610	57,580	58,710	59,840	16
17	55,400	56,530	57,660	58,790	59,920	58,890	60,020	61,150	17
18	56,710	57,840	58,970	60,100	61,230	60,200	61,330	62,460	18
19	58,020	59,150	60,280	61,410	62,540	61,510	62,640	63,770	19
20	59,330	60,460	61,590	62,720	63,850	62,820	63,950	65,080	20
21	60,640	61,770	62,900	64,030	65,160	64,130	65,260	66,390	21
22	61,950	63,080	64,210	65,340	66,470	65,440	66,570	67,700	22
23	63,260	64,390	65,520	66,650	67,780	66,750	67,880	69,010	23

APPENDIX A - 4

2000/01 TEACHER SALARY SCHEDULE

	A	B	C	D	E	F	G	H	
STEP	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	STEP
1	35,460	36,620	37,780	38,940	40,100	39,040	40,200	41,360	1
2	36,810	37,970	39,130	40,290	41,450	40,390	41,550	42,710	2
3	38,160	39,320	40,480	41,640	42,800	41,740	42,900	44,060	3
4	39,510	40,670	41,830	42,990	44,150	43,090	44,250	45,410	4
5	40,860	42,020	43,180	44,340	45,500	44,440	45,600	46,760	5
6	42,210	43,370	44,530	45,690	46,850	45,790	46,950	48,110	6
7	43,560	44,720	45,880	47,040	48,200	47,140	48,300	49,460	7
8	44,910	46,070	47,230	48,390	49,550	48,490	49,650	50,810	8
9	46,260	47,420	48,580	49,740	50,900	49,840	51,000	52,160	9
10	47,610	48,770	49,930	51,090	52,250	51,190	52,350	53,510	10
11	48,960	50,120	51,280	52,440	53,600	52,540	53,700	54,860	11
12	50,310	51,470	52,630	53,790	54,950	53,890	55,050	56,210	12
13	51,660	52,820	53,980	55,140	56,300	55,240	56,400	57,560	13
14	53,010	54,170	55,330	56,490	57,650	56,590	57,750	58,910	14
15	54,360	55,520	56,680	57,840	59,000	57,940	59,100	60,260	15
16	55,710	56,870	58,030	59,190	60,350	59,290	60,450	61,610	16
17	57,060	58,220	59,380	60,540	61,700	60,640	61,800	62,960	17
18	58,410	59,570	60,730	61,890	63,050	61,990	63,150	64,310	18
19	59,760	60,920	62,080	63,240	64,400	63,340	64,500	65,660	19
20	61,110	62,270	63,430	64,590	65,750	64,690	65,850	67,010	20
21	62,460	63,620	64,780	65,940	67,100	66,040	67,200	68,360	21
22	63,810	64,970	66,130	67,290	68,450	67,390	68,550	69,710	22
23	65,160	66,320	67,480	68,640	69,800	68,740	69,900	71,060	23

APPENDIX B Non-Athletic Stipends	1997/98	1998/99	1999/00	2000/01
ACADEMIC CUR. COORD.	2735	2805	2890	2975
A.V. COORDINATOR	2605	2675	2755	2835
BAND, JAZZ - W.A.	585	600	620	640
BAND - W.A.	585	600	620	640
CHORUS - SHOW CHOIR/GLEE CLUB - W.A.	585	600	620	640
CHORUS - W.A.	585	600	620	640
CLASS ADV. - 6TH GRADE	1050	1075	1105	1140
CLASS ADV. - 7TH GRADE	1050	1075	1105	1140
CLASS ADV. - 8TH GRADE	1050	1075	1105	1140
CLASS ADV. - FRESHMAN	1050	1075	1105	1140
CLASS ADV. - SOPHOMORE	1050	1075	1105	1140
CLASS ADV. - JUNIOR	1195	1225	1260	1295
CLASS ADV. - SENIOR	2280	2340	2410	2480
COMPTROLLER - SPORTS	2280	2340	2410	2480
COMPTROLLER - G.O.	2280	2340	2410	2480
DEAN OF STUDENTS	2735	2805	2890	2975
DEPARTMENT CHAIR.	2655	2725	2805	2890
DRAMA	2280	2340	2410	2480
DRAMA ASSISTANT	1195	1225	1260	1295
EL. GRADE LEVEL COORD.	2115	2170	2235	2300
EL. PLANNING COMM.	1300	1335	1375	1415
FIELD BAND ADVISOR	1820	1865	1920	1975
HEAD TEACHER	2495	2560	2635	2715
KEY CLUB	1165	1195	1230	1265
LOCAL ENRICHMENT	1695	1740	1790	1845
MATH TEAM ADVISOR	1050	1075	1105	1140
NATIONAL HONOR SOCIETY	1695	1740	1790	1845
NEWSPAPER - H.S.	1165	1195	1230	1265
SCHOOL STORE	2280	2340	2410	2480
STUDENT COUNCIL ADVISOR	1195	1225	1260	1295
TEAM LEADER - W.A.	1300	1335	1375	1415
YEARBOOK ADVISOR - H.S.	2280	2340	2410	2480
YEARBOOK ASSISTANT - H.S.	1165	1195	1230	1265
YEARBOOK ADVISOR - W.A.	585	600	620	640
YOUTH-IN-GOV. ADVISOR	1050	1075	1105	1140

APPENDIX C - 1 Athletic Stipends 1997/98

	STEP 1 EXP. 1	STEP 2 EXP. 4	STEP 3 EXP. 7	STEP 4 EXP. 11
FOOTBALL, HEAD	3700	3965	4230	4495
FOOTBALL ASST. (V. ASST.)	2575	2840	3105	3370
FOOTBALL ASST. (V. ASST.)	2575	2840	3105	3370
FOOTBALL ASST. (HEAD J.V.)	2485	2750	3015	3280
FOOTBALL ASST. (ASST. J.V.)	2400	2665	2930	3195
FOOTBALL ASST. (HEAD MOD.)	2245	2510	2775	3040
FOOTBALL ASST. (ASST. MOD.)	2205	2470	2735	3000
BOYS' BASKETBALL, HEAD	3565	3830	4095	4360
BOYS' BASKETBALL ASST. (V.)	2485	2750	3015	3280
BOYS' BASKETBALL ASST. (J.V.)	2485	2750	3015	3280
BOYS' BASKETBALL ASST. (MOD.)	2245	2510	2775	3040
GIRLS' BASKETBALL, HEAD	3565	3830	4095	4360
GIRLS' BASKETBALL ASST. (V.)	2485	2750	3015	3280
GIRLS' BASKETBALL ASST. (J.V.)	2485	2750	3015	3280
GIRLS' BASKETBALL ASST. (MOD.)	2245	2510	2775	3040
WRESTLING, HEAD	3565	3830	4095	4360
WRESTLING ASST. (V.)	2485	2750	3015	3280
WRESTLING ASST. (J.V.)	2485	2750	3015	3280
WRESTLING ASST. (MOD.)	2245	2510	2775	3040
BOYS' SOCCER, HEAD	2710	2975	3240	3505
BOYS' SOCCER ASST. (V.)	2080	2345	2610	2875
BOYS' SOCCER ASST. (J.V.)	2080	2345	2610	2875
BOYS' SOCCER ASST. (MOD.)	1605	1870	2135	2400
GIRLS' SOCCER, HEAD	2710	2975	3240	3505
GIRLS' SOCCER ASST. (V.)	2080	2345	2610	2875
GIRLS' SOCCER ASST. (J.V.)	2080	2345	2610	2875
GIRLS' SOCCER ASST. (MOD.)	1605	1870	2135	2400
BOYS' TRACK/FIELD, HEAD	2710	2975	3240	3505
BOYS' TRACK/FIELD ASST. (V.)	2080	2345	2610	2875
BOYS' TRACK/FIELD ASST. (MOD.)	1605	1870	2135	2400
GIRLS' TRACK/FIELD, HEAD	2710	2975	3240	3505
GIRLS' TRACK/FIELD ASST. (V.)	2080	2345	2610	2875
GIRLS' TRACK/FIELD ASST. (MOD.)	1605	1870	2135	2400
BOYS' BASEBALL, HEAD	2710	2975	3240	3505
BOYS' BASEBALL ASST. (V.)	2080	2345	2610	2875
BOYS' BASEBALL ASST. (J.V.)	2080	2345	2610	2875

APPENDIX C - 1 (Continued)

	STEP 1	STEP 2	STEP 3	STEP 4
	EXP. 1	EXP. 4	EXP. 7	EXP. 11
GIRLS' SOFTBALL, HEAD	2710	2975	3240	3505
GIRLS' SOFTBALL ASST. (V.)	2080	2345	2610	2875
GIRLS' SOFTBALL ASST. (J.V.)	2080	2345	2610	2875
GIRLS' VOLLEYBALL, HEAD	2710	2975	3240	3505
GIRLS' VOLLEYBALL ASST. (J.V.)	2080	2345	2610	2875
BOYS' CROSS COUNTRY, HEAD	2710	2975	3240	3505
BOYS' CROSS COUNTRY ASST. (V.)	2080	2345	2610	2875
GIRLS' CROSS COUNTRY, HEAD	2710	2975	3240	3505
GIRLS' CROSS COUNTRY ASST. (V.)	2080	2345	2610	2875
BOYS' WINTER TRACK, HEAD	2710	2975	3240	3505
BOYS' WINTER TRACK ASST. (V.)	2080	2345	2610	2875
GIRLS' WINTER TRACK, HEAD	2710	2975	3240	3505
GIRLS' WINTER TRACK ASST. (V.)	2080	2345	2610	2875
BOYS' SWIMMING, HEAD	2710	2975	3240	3505
GIRLS' SWIMMING, HEAD	2710	2975	3240	3505
BOYS' GOLF, HEAD	1975	2240	2505	2770
BOYS' TENNIS, HEAD	1975	2240	2505	2770
BOYS' TENNIS ASST. (J.V.)	1735	2000	2265	2530
GIRLS' TENNIS, HEAD	1975	2240	2505	2770
GIRLS' TENNIS ASST. (J.V.)	1735	2000	2265	2530
SKIING, HEAD	1975	2240	2505	2770
SKIING ASST. (V.)	1735	2000	2265	2530
CHEERLEADING, FOOTBALL (V.)	1695	1960	2225	2490
CHEERLEADING, FOOTBALL (J.V.)	1320	1585	1850	2115
CHEERLEADING, BASKETBALL (V.)	1695	1960	2225	2490
CHEERLEADING, BASKETBALL (J.V.)	1320	1585	1850	2115
CHEERLEADING, SOCCER	1695	1960	2225	2490

APPENDIX C - 2
Athletic Stipends 1998/99

	STEP 1	STEP 2	STEP 3	STEP 4
	EXP. 1	EXP. 4	EXP. 7	EXP. 11
FOOTBALL, HEAD	3795	4065	4335	4605
FOOTBALL ASST. (V. ASST.)	2640	2910	3180	3450
FOOTBALL ASST. (V. ASST.)	2640	2910	3180	3450
FOOTBALL ASST. (HEAD J.V.)	2550	2820	3090	3360
FOOTBALL ASST. (ASST. J.V.)	2460	2730	3000	3270
FOOTBALL ASST. (HEAD MOD.)	2305	2575	2845	3115
FOOTBALL ASST. (ASST. MOD.)	2260	2530	2800	3070
BOYS' BASKETBALL, HEAD	3660	3930	4200	4470
BOYS' BASKETBALL ASST. (V.)	2550	2820	3090	3360
BOYS' BASKETBALL ASST. (J.V.)	2550	2820	3090	3360
BOYS' BASKETBALL ASST. (MOD.)	2305	2575	2845	3115
GIRLS' BASKETBALL, HEAD	3660	3930	4200	4470
GIRLS' BASKETBALL ASST. (V.)	2550	2820	3090	3360
GIRLS' BASKETBALL ASST. (J.V.)	2550	2820	3090	3360
GIRLS' BASKETBALL ASST. (MOD.)	2305	2575	2845	3115
WRESTLING, HEAD	3660	3930	4200	4470
WRESTLING ASST. (V.)	2550	2820	3090	3360
WRESTLING ASST. (J.V.)	2550	2820	3090	3360
WRESTLING ASST. (MOD.)	2305	2575	2845	3115
BOYS' SOCCER, HEAD	2780	3050	3320	3590
BOYS' SOCCER ASST. (V.)	2135	2405	2675	2945
BOYS' SOCCER ASST. (J.V.)	2135	2405	2675	2945
BOYS' SOCCER ASST. (MOD.)	1645	1915	2185	2455
GIRLS' SOCCER, HEAD	2780	3050	3320	3590
GIRLS' SOCCER ASST. (V.)	2135	2405	2675	2945
GIRLS' SOCCER ASST. (J.V.)	2135	2405	2675	2945
GIRLS' SOCCER ASST. (MOD.)	1645	1915	2185	2455
BOYS' TRACK/FIELD, HEAD	2780	3050	3320	3590
BOYS' TRACK/FIELD ASST. (V.)	2135	2405	2675	2945
BOYS' TRACK/FIELD ASST. (MOD.)	1645	1915	2185	2455
GIRLS' TRACK/FIELD, HEAD	2780	3050	3320	3590
GIRLS' TRACK/FIELD ASST. (V.)	2135	2405	2675	2945
GIRLS' TRACK/FIELD ASST. (MOD.)	1645	1915	2185	2455
BOYS' BASEBALL, HEAD	2780	3050	3320	3590
BOYS' BASEBALL ASST. (V.)	2135	2405	2675	2945
BOYS' BASEBALL ASST. (J.V.)	2135	2405	2675	2945

APPENDIX C - 2 (Continued)

	STEP 1	STEP 2	STEP 3	STEP 4
	EXP. 1	EXP. 4	EXP. 7	EXP. 11
GIRLS' SOFTBALL, HEAD	2780	3050	3320	3590
GIRLS' SOFTBALL ASST. (V.)	2135	2405	2675	2945
GIRLS' SOFTBALL ASST. (J.V.)	2135	2405	2675	2945
GIRLS' VOLLEYBALL, HEAD	2780	3050	3320	3590
GIRLS' VOLLEYBALL ASST. (J.V.)	2135	2405	2675	2945
BOYS' CROSS COUNTRY, HEAD	2780	3050	3320	3590
BOYS' CROSS COUNTRY ASST. (V.)	2135	2405	2675	2945
GIRLS' CROSS COUNTRY, HEAD	2780	3050	3320	3590
GIRLS' CROSS COUNTRY ASST. (V.)	2135	2405	2675	2945
BOYS' WINTER TRACK, HEAD	2780	3050	3320	3590
BOYS' WINTER TRACK ASST. (V.)	2135	2405	2675	2945
GIRLS' WINTER TRACK, HEAD	2780	3050	3320	3590
GIRLS' WINTER TRACK ASST. (V.)	2135	2405	2675	2945
BOYS' SWIMMING, HEAD	2780	3050	3320	3590
GIRLS' SWIMMING, HEAD	2780	3050	3320	3590
BOYS' GOLF, HEAD	2025	2295	2565	2835
BOYS' TENNIS, HEAD	2025	2295	2565	2835
BOYS' TENNIS ASST. (J.V.)	1780	2050	2320	2590
GIRLS' TENNIS, HEAD	2025	2295	2565	2835
GIRLS' TENNIS ASST. (J.V.)	1780	2050	2320	2590
SKIING, HEAD	2025	2295	2565	2835
SKIING ASST. (V.)	1780	2050	2320	2590
CHEERLEADING, FOOTBALL (V.)	1740	2010	2280	2550
CHEERLEADING, FOOTBALL (J.V.)	1355	1625	1895	2165
CHEERLEADING, BASKETBALL (V.)	1740	2010	2280	2550
CHEERLEADING, BASKETBALL (J.V.)	1355	1625	1895	2165
CHEERLEADING, SOCCER	1740	2010	2280	2550

APPENDIX C - 3
Athletic Stipends 1999/00

	STEP 1	STEP 2	STEP 3	STEP 4
	EXP. 1	EXP. 4	EXP. 7	EXP. 11
FOOTBALL, HEAD	3905	4185	4465	4745
FOOTBALL ASST. (V. ASST.)	2720	3000	3280	3560
FOOTBALL ASST. (V. ASST.)	2720	3000	3280	3560
FOOTBALL ASST. (HEAD J.V.)	2625	2905	3185	3465
FOOTBALL ASST. (ASST. J.V.)	2535	2815	3095	3375
FOOTBALL ASST. (HEAD MOD.)	2375	2655	2935	3215
FOOTBALL ASST. (ASST. MOD.)	2325	2605	2885	3165
BOYS' BASKETBALL, HEAD	3770	4050	4330	4610
BOYS' BASKETBALL ASST. (V.)	2625	2905	3185	3465
BOYS' BASKETBALL ASST. (J.V.)	2625	2905	3185	3465
BOYS' BASKETBALL ASST. (MOD.)	2375	2655	2935	3215
GIRLS' BASKETBALL, HEAD	3770	4050	4330	4610
GIRLS' BASKETBALL ASST. (V.)	2625	2905	3185	3465
GIRLS' BASKETBALL ASST. (J.V.)	2625	2905	3185	3465
GIRLS' BASKETBALL ASST. (MOD.)	2375	2655	2935	3215
WRESTLING, HEAD	3770	4050	4330	4610
WRESTLING ASST. (V.)	2625	2905	3185	3465
WRESTLING ASST. (J.V.)	2625	2905	3185	3465
WRESTLING ASST. (MOD.)	2375	2655	2935	3215
BOYS' SOCCER, HEAD	2860	3140	3420	3700
BOYS' SOCCER ASST. (V.)	2200	2480	2760	3040
BOYS' SOCCER ASST. (J.V.)	2200	2480	2760	3040
BOYS' SOCCER ASST. (MOD.)	1695	1975	2255	2535
GIRLS' SOCCER, HEAD	2860	3140	3420	3700
GIRLS' SOCCER ASST. (V.)	2200	2480	2760	3040
GIRLS' SOCCER ASST. (J.V.)	2200	2480	2760	3040
GIRLS' SOCCER ASST. (MOD.)	1695	1975	2255	2535
BOYS' TRACK/FIELD, HEAD	2860	3140	3420	3700
BOYS' TRACK/FIELD ASST. (V.)	2200	2480	2760	3040
BOYS' TRACK/FIELD ASST. (MOD.)	1695	1975	2255	2535
GIRLS' TRACK/FIELD, HEAD	2860	3140	3420	3700
GIRLS' TRACK/FIELD ASST. (V.)	2200	2480	2760	3040
GIRLS' TRACK/FIELD ASST. (MOD.)	1695	1975	2255	2535
BOYS' BASEBALL, HEAD	2860	3140	3420	3700
BOYS' BASEBALL ASST. (V.)	2200	2480	2760	3040
BOYS' BASEBALL ASST. (J.V.)	2200	2480	2760	3040

APPENDIX C - 3 (Continued)

	STEP 1	STEP 2	STEP 3	STEP 4
	EXP. 1	EXP. 4	EXP. 7	EXP. 11
GIRLS' SOFTBALL, HEAD	2860	3140	3420	3700
GIRLS' SOFTBALL ASST. (V.)	2200	2480	2760	3040
GIRLS' SOFTBALL ASST. (J.V.)	2200	2480	2760	3040
GIRLS' VOLLEYBALL, HEAD	2860	3140	3420	3700
GIRLS' VOLLEYBALL ASST. (J.V.)	2200	2480	2760	3040
BOYS' CROSS COUNTRY, HEAD	2860	3140	3420	3700
BOYS' CROSS COUNTRY ASST. (V.)	2200	2480	2760	3040
GIRLS' CROSS COUNTRY, HEAD	2860	3140	3420	3700
GIRLS' CROSS COUNTRY ASST. (V.)	2200	2480	2760	3040
BOYS' WINTER TRACK, HEAD	2860	3140	3420	3700
BOYS' WINTER TRACK ASST. (V.)	2200	2480	2760	3040
GIRLS' WINTER TRACK, HEAD	2860	3140	3420	3700
GIRLS' WINTER TRACK ASST. (V.)	2200	2480	2760	3040
BOYS' SWIMMING, HEAD	2860	3140	3420	3700
GIRLS' SWIMMING, HEAD	2860	3140	3420	3700
BOYS' GOLF, HEAD	2085	2365	2645	2925
BOYS' TENNIS, HEAD	2085	2365	2645	2925
BOYS' TENNIS ASST. (J.V.)	1835	2115	2395	2675
GIRLS' TENNIS, HEAD	2085	2365	2645	2925
GIRLS' TENNIS ASST. (J.V.)	1835	2115	2395	2675
SKIING, HEAD	2085	2365	2645	2925
SKIING ASST. (V.)	1835	2115	2395	2675
CHEERLEADING, FOOTBALL (V.)	1790	2070	2350	2630
CHEERLEADING, FOOTBALL (J.V.)	1395	1675	1955	2235
CHEERLEADING, BASKETBALL (V.)	1790	2070	2350	2630
CHEERLEADING, BASKETBALL (J.V.)	1395	1675	1955	2235
CHEERLEADING, SOCCER	1790	2070	2350	2630

APPENDIX C - 4
Athletic Stipends 2000/01

	STEP 1	STEP 2	STEP 3	STEP 4
	EXP. 1	EXP. 4	EXP. 7	EXP. 11
FOOTBALL, HEAD	4020	4310	4600	4890
FOOTBALL ASST. (V. ASST.)	2800	3090	3380	3670
FOOTBALL ASST. (V. ASST.)	2800	3090	3380	3670
FOOTBALL ASST. (HEAD J.V.)	2700	2990	3280	3570
FOOTBALL ASST. (ASST. J.V.)	2610	2900	3190	3480
FOOTBALL ASST. (HEAD MOD.)	2445	2735	3025	3315
FOOTBALL ASST. (ASST. MOD.)	2395	2685	2975	3265
BOYS' BASKETBALL, HEAD	3880	4170	4460	4750
BOYS' BASKETBALL ASST. (V.)	2700	2990	3280	3570
BOYS' BASKETBALL ASST. (J.V.)	2700	2990	3280	3570
BOYS' BASKETBALL ASST. (MOD.)	2445	2735	3025	3315
GIRLS' BASKETBALL, HEAD	3880	4170	4460	4750
GIRLS' BASKETBALL ASST. (V.)	2700	2990	3280	3570
GIRLS' BASKETBALL ASST. (J.V.)	2700	2990	3280	3570
GIRLS' BASKETBALL ASST. (MOD.)	2445	2735	3025	3315
WRESTLING, HEAD	3880	4170	4460	4750
WRESTLING ASST. (V.)	2700	2990	3280	3570
WRESTLING ASST. (J.V.)	2700	2990	3280	3570
WRESTLING ASST. (MOD.)	2445	2735	3025	3315
BOYS' SOCCER, HEAD	2945	3235	3525	3815
BOYS' SOCCER ASST. (V.)	2265	2555	2845	3135
BOYS' SOCCER ASST. (J.V.)	2265	2555	2845	3135
BOYS' SOCCER ASST. (MOD.)	1745	2035	2325	2615
GIRLS' SOCCER, HEAD	2945	3235	3525	3815
GIRLS' SOCCER ASST. (V.)	2265	2555	2845	3135
GIRLS' SOCCER ASST. (J.V.)	2265	2555	2845	3135
GIRLS' SOCCER ASST. (MOD.)	1745	2035	2325	2615
BOYS' TRACK/FIELD, HEAD	2945	3235	3525	3815
BOYS' TRACK/FIELD ASST. (V.)	2265	2555	2845	3135
BOYS' TRACK/FIELD ASST. (MOD.)	1745	2035	2325	2615
GIRLS' TRACK/FIELD, HEAD	2945	3235	3525	3815
GIRLS' TRACK/FIELD ASST. (V.)	2265	2555	2845	3135
GIRLS' TRACK/FIELD ASST. (MOD.)	1745	2035	2325	2615
BOYS' BASEBALL, HEAD	2945	3235	3525	3815
BOYS' BASEBALL ASST. (V.)	2265	2555	2845	3135
BOYS' BASEBALL ASST. (J.V.)	2265	2555	2845	3135

APPENDIX C - 4 (Continued)

	STEP 1	STEP 2	STEP 3	STEP 4
	EXP. 1	EXP. 4	EXP. 7	EXP. 11
GIRLS' SOFTBALL, HEAD	2945	3235	3525	3815
GIRLS' SOFTBALL ASST. (V.)	2265	2555	2845	3135
GIRLS' SOFTBALL ASST. (J.V.)	2265	2555	2845	3135
GIRLS' VOLLEYBALL, HEAD	2945	3235	3525	3815
GIRLS' VOLLEYBALL ASST. (J.V.)	2265	2555	2845	3135
BOYS' CROSS COUNTRY, HEAD	2945	3235	3525	3815
BOYS' CROSS COUNTRY ASST. (V.)	2265	2555	2845	3135
GIRLS' CROSS COUNTRY, HEAD	2945	3235	3525	3815
GIRLS' CROSS COUNTRY ASST. (V.)	2265	2555	2845	3135
BOYS' WINTER TRACK, HEAD	2945	3235	3525	3815
BOYS' WINTER TRACK ASST. (V.)	2265	2555	2845	3135
GIRLS' WINTER TRACK, HEAD	2945	3235	3525	3815
GIRLS' WINTER TRACK ASST. (V.)	2265	2555	2845	3135
BOYS' SWIMMING, HEAD	2945	3235	3525	3815
GIRLS' SWIMMING, HEAD	2945	3235	3525	3815
BOYS' GOLF, HEAD	2145	2435	2725	3015
BOYS' TENNIS, HEAD	2145	2435	2725	3015
BOYS' TENNIS ASST. (J.V.)	1890	2180	2470	2760
GIRLS' TENNIS, HEAD	2145	2435	2725	3015
GIRLS' TENNIS ASST. (J.V.)	1890	2180	2470	2760
SKIING, HEAD	2145	2435	2725	3015
SKIING ASST. (V.)	1890	2180	2470	2760
CHEERLEADING, FOOTBALL (V.)	1845	2135	2425	2715
CHEERLEADING, FOOTBALL (J.V.)	1435	1725	2015	2305
CHEERLEADING, BASKETBALL (V.)	1845	2135	2425	2715
CHEERLEADING, BASKETBALL (J.V.)	1435	1725	2015	2305
CHEERLEADING, SOCCER	1845	2135	2425	2715

APPENDIX D - OTHER STIPENDS

- A. INTRAMURALS & CLUB ACTIVITIES - The stipend for any athletic or non-athletic position other than those listed in Appendices D and E shall be based upon an hourly rate of \$29.10 for 1997/98; \$29.85 for 1998/99; \$30.75 for 1999/2000 and \$31.65 for the 2000/01 school years. The number of hours for each such athletic position is at the discretion of the Athletic Director for Intramurals and the Superintendent. The number of hours for club activities needs prior approval of the building administrator and the Superintendent.
- B. Salaries of teachers for homebound study programs shall be paid at the rate of \$29.10 per class hour in 1997/98; \$29.85 for 1998/99; \$30.75 for 1999/2000 and \$31.65 for 2000/01. These teachers shall be reimbursed for transportation costs at Internal Revenue Service rates.
- C. Adult Education instructors shall be paid at the rate of \$29.10 per class hour in 1997/98; \$29.85 for 1998/99; \$30.75 for 1999/2000 and \$31.65 for 2000/01.
- D. Salaries for Driver Education instructors shall be paid at the rate of \$29.10 per class hour in 1997/98; \$29.85 for 1998/99; \$30.75 for 1999/2000 and \$31.65 for 2000/01.
- E. Chaperones for each of the activities mentioned below will be compensated according to the following schedule:

EVENT	1997/98	1998/99	1999/2000	2000/01
Concerts	\$49.00	\$50.25	\$51.75	\$53.30
Graduation	\$49.00	\$50.25	\$51.75	\$53.30
Dances	\$49.00	\$50.25	\$51.75	\$53.30
Monitors Athletic Events (Winter)	\$49.00	\$50.25	\$51.75	\$53.30
Head Gateman	\$70.55	\$72.40	\$74.55	\$76.75
Clock Operator				
- Varsity & JV (2 Games)	\$69.80	\$71.60	\$73.70	\$75.85
- Varsity or JV (1 Game)	\$52.75	\$54.10	\$55.70	\$57.35
Modified (1 Game)	\$49.80	\$51.10	\$52.60	\$54.15
30 Second Clock (2 Games)	\$58.75	\$60.30	\$62.10	\$63.95
30 Second Clock (1 Games)	\$49.80	\$51.10	\$52.60	\$54.15
Score Keeper Varsity & JV (2 Games)	\$69.80	\$71.60	\$73.70	\$75.85

APPENDIX D - OTHER STIPENDS (Continued)

If both JV and Varsity games are scheduled on the same date, clock operators and scorekeepers must work both contests.

Rooter Buses

a.	1997/98	1998/99	1999/2000	2000/01
Monroe-Woodbury)				
Valley Central)				
Highland Falls)				
Warwick)	\$49.00	\$50.25	\$51.75	\$53.30
Goshen)				
Middletown)				
Washingtonville)				
b.				
Monticello)				
Minisink Valley)				
Port Jervis)	\$53.80	\$55.20	\$56.85	\$58.55
All other Trips in excess of 35 miles one way)				

F. Curriculum development work shall be paid at the rate of \$29.10 for 1997/98; \$29.85 for 1998/99; \$30.75 for 1999/2000 and \$31.65 for the 2000/01 school years.

G. The summer stipend for department chairman shall be 10% of each chairman's base salary for that year, not to include the school year stipend, provided in Appendix B.

H. Assistants to the Principal shall be paid on the teachers' salary schedule plus an additional stipend of \$1,730.00 for 1997/98; \$1,775.00 for 1998/99; \$1,825.00 for 1999/2000 and \$1,880.00 for the 2000/01 school years.